## NEEDS/SHORTFALLS

The second greatest OL resource need, and virtually as important as the greatest need, personnel, is money. Capital must be made available to insure that support can provide the real time responsiveness the Agency mission requires. Capital improvements are required to insure facilities and utilities remain responsive to our operations - ie safe, comfortable and with reliable utilities. Reliability is non negotiable for technical areas such as the computer centers, communications centers, and other special use areas.
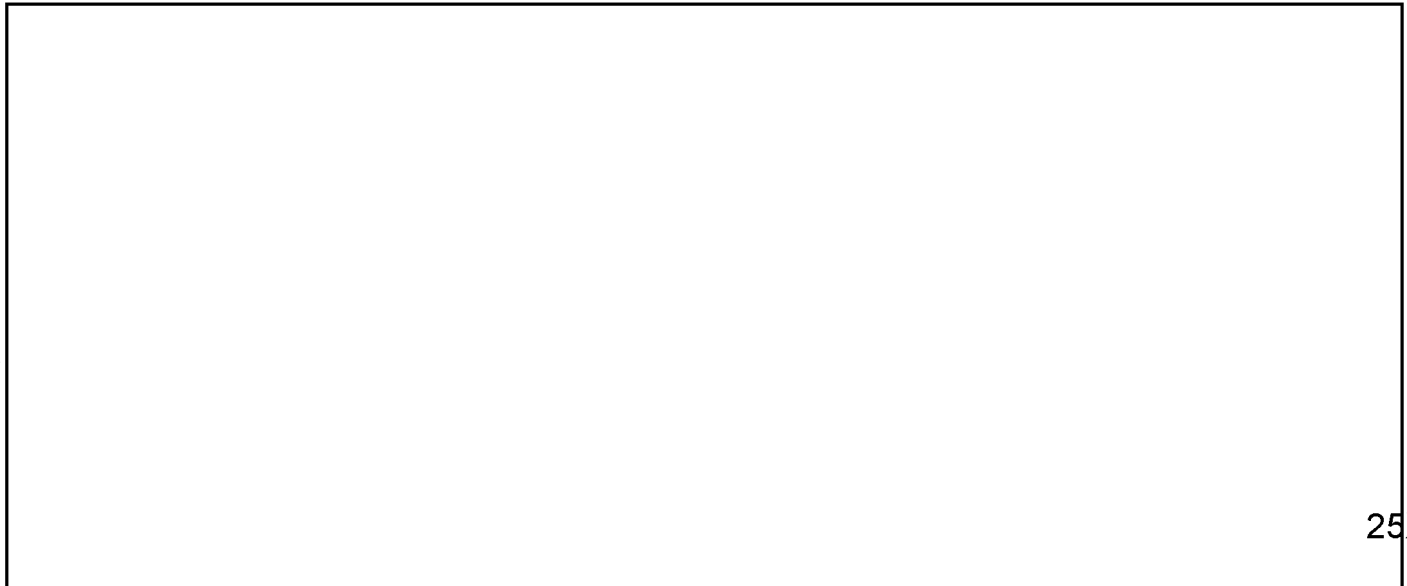
Capital must be made available to centralize agency facilities in the Washington Metro area to the Langley compound, thus eliminating, the inefficiency and inherent security risks resulting from our present decentralized configuration.

Capital must be made available to modernize our acquisitions processes. The present system is manual, decentralized and fragmented. It is labor intensive and response is slow in comparison with more modern and automated systems. The slowness of the system and other weaknesses combine to make the system less than responsive to present day world wide operations. Design of an automated system is under way; funds are needed in future years for implementation.

## SUCCESSES/ACCOMPLISHMENTS

1. GSA is responsible to obtain, operate and maintain Agency facilities. Historically GSA has not been responsive to Agency requirements, especially in reference to the rental of small operational space and the operation and maintenance of unique special use areas. Accordingly, the CIA has dedicated significant resources to work with the GSA to ensure our requirements were met. During 1981, consummating years of negotiations, the GSA has delegated to the Agency authorities including:

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3. Various programs have been implemented to provide training, with emphasis on cross training to provide skills in multiple

disciplines with the objective of increasing OL's flexibility to meet the dynamics of requirements with a fixed T.O., constrained by inherently long learning periods required in the professions of speciality areas such as procurement and engineeriing. To date, all major requirements have been met, but at significant strain to the personnel system.

4.  Responsiveness and efficiencies have been improved through the acquisition of automated equipment with the greatest benefits during 1981 to the printing and photography, procurement and supply disciplines.

TOPIC - NEEDS/SHORTCOMINGS

The greatest future resource need for the OL is personnel, and
the unavailability of trained, experienced personnel offers the
25X1     greatest potential shortcoming.

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The capability for the OL to responsively meet Agency growth can be achieved through two initiatives. First, participation by OL representatives in the planning phases of new missions, and secondly, permission to hire above the T.O. until the T.O. can be adjusted to the dynamics of mission requirements.